

GENDER STEREOTYPING

Gender stereotyping refers to the practice of ascribing to an individual woman or man specific attributes, characteristics, or roles by reason only of her or his membership in the social group of women or men.

1)How can we stop stereotyping?

Develop empathy for others. Try to walk in their shoes. Educate yourself about different cultures and groups. It is important to educate ourselves and continue to do self-assessments about our stereotypes and how they are potentially interfering with our interactions.

2)Which of the following is an example of gender stereotypes?

The most common gender stereotypes for women include: Girls like wearing pink clothes. Women should be polite, accommodating, and nurturing. Women should not be too aggressive, outspoken, or smart.

3)What is a gender stereotype Wikipedia?

Gender stereotypes are widely held beliefs about the characteristics and behavior of women and men. Empirical studies have found widely shared cultural beliefs that men are more socially valued and more competent than women in a number of activities.

4)What is stereotyping in gender and society?

A gender stereotype is a widely held belief or generalization about the behaviors and characteristics attributed to women and men. Females are often portrayed as being emotional, caring and in need of protection. Males are often characterized as being rational, career driven and strong.

5)How are gender stereotypes formed?

Familial Environment. Gender stereotypes are primarily developed in family in early ages and then strengthened by gender socialization, differential parental treatment, and parental role model of behavior toward children.

6)How is stereotyping harmful? According to Psychology Today, research shows that stereotypes often pave way for intergroup hostility and toxic prejudices around age, race, and other social distinctions. Social circles can be created based on common stereotypes or shared interests.

7)What are the main causes of stereotyping? Stereotypes, prejudice and discrimination often come from: inequalities in society. Ideas learned about other people/groups from family members, friends and/or the media. Not spending a lot of time with people who are different from you in some way. Not being open to different ideas and ways of living.

GENDER SENSITIVITY

Gender sensitivity is about recognizing that our language choices have consequences on relating effectively to others. Therefore, to reinforce that women and men should be treated equally, then it is primordial to create awareness on how to reflect that belief in our communication use. Gender sensitization is a concept of gender sensitivity, where there is recognition of gender roles, identification of privilege and discrimination within genders, and most importantly creating gender awareness.

QUESTION & ANSWER

1. What does gender sensitivity mean?

Ans: Gender sensitivity is the process by which people are made aware of how gender plays a role in life through their treatment of others.

2. What is gender sensitivity and why is it important?

Ans: Gender sensitivity is about recognizing that our language choices have consequences on relating effectively to others.

3. What is gender sensitivity in education?

Ans: Simply put, gender sensitivity is behavior that avoids discrimination by understanding and accepting the multiple differences between men and women.

4. What is the objective of gender sensitivity?

Ans: The overarching goal of organizing gender sensitivity training is to raise awareness among decision-makers on gender dynamics.

5. Why is gender sensitivity important in communication?

Ans: Gender-sensitive communication ensures that women and men – and those who do not conform to the binary gender system – are treated as persons of equal importance and dignity.

6. What is gender sensitivity in the workplace?

Ans: In taking a gender sensitive approach, one recognizes that because of the different jobs women and men do and the different societal roles, expectations and responsibilities they have, women and men may be exposed to different physical and psychological risks at the workplace.

7. What is the opposite of gender sensitivity?

Ans: Gender-discriminatory language. Gender-discriminatory language is the opposite of gender-sensitive language. It includes words, phrases and/or other linguistic features that foster stereotypes, or demean or ignore women or men.

8. What is gender-sensitive care?

Ans: Gender-sensitive care refers to healthcare providers having the knowledge and competence in perceived existing gender norms and differences and incorporating these into their decisions and actions.

9. What is the impact of gender sensitization?

Ans: Sensitization through education Gender sensitization can induce restructuring of gender roles based on efficiency and can help realize higher productivity of men and women.

10. What is gender-sensitive planning?

Ans: Gender-sensitive planning ensures that gender issues and considerations identified in gender analysis are taken into account in the planning, design and implementation phase

GENDER EQUITY

Gender Equity is the process of being fair to men and women. To ensure fairness, measures must often be put in place to compensate for the historical and social disadvantages that prevent women and men from operating on a level playing field. Equity is the means. Equality is the result.

Question and Answer

What is meant by gender?

Gender refers to the economic, social, and cultural attributes and opportunities associated with being male or female. It encompasses roles, expectations, and behaviors that vary across societies and change over time.

What is the gender equity policy?

Gender equity is the process of being fair to women and men in decision making and the provision of resources and the addressing of imbalances. Gender equity recognises that within all communities, women and men have different benefits, access to power, resources and responsibilities.

GENDER EQUALITY

Gender equality is when people of all genders have equal rights, responsibilities and opportunities. Everyone is affected by gender inequality – women, men, trans and gender diverse people, children and families. It impacts people of all ages and backgrounds.

Question answer:

1. What is the main goal of gender equality?

Ans. Gender equality is achieved when women, men, girls and boys have equal rights, conditions and opportunities, and the power to shape their own lives and contribute to the development of society

2. What is a real life example of gender equality?

Ans. The real life example of gender equality are: Equal Pay for Equal Work. Zero Tolerance for Sexual Harassment and Gender-Based Bias. Equality at Home

3. How does gender equality affect society? Ans. Gender equality makes our communities safer and healthier. Unequal societies are less cohesive. They have higher rates of anti-social behavior and violence. Countries with greater equality are more connected. Their people are healthier and have better wellbeing.

4. Is gender equality a right?

Ans. Women's rights as a human right Gender Equality was made part of international human rights law by the Universal Declaration of Human Rights, which was adopted by the UN General Assembly on 10 December 1948.

5. Why is equality so important? Ans. Good equality and diversity practices make sure that the services provided to people are fair and accessible to everyone. They ensure that people are treated as equals, that people get the dignity and respect they deserve and that their differences are celebrated.

6. Why is gender equality good for everyone? Ans. Improving equality for girls and women can reduce the amount of violence and provide security for those who are vulnerable. Research also shows that gender equality is a better indicator of a country's likelihood to deploy military force than its GDP. As gender equality improves, a country's peace improves.

7. What causes gender inequality?

Ans. One of the major causes of gender inequality is the lack of awareness among women about their rights and their ability to achieve equality. This lack of awareness is often due to the prevailing cultural and social norms. Which dictate that women should be subservient to men.

8. Why is gender equality important for development?

Ans. Within the context of population and development programmes, gender equality is critical because it will enable women and men to make decisions that impact more positively on their own sexual and reproductive health as well as that of their spouses and families.

9. What are the benefits of gender equality?

Ans. Humanity. Economic prosperity. Health and happiness. Peace and security.

10. How do we promote gender equality?

Ans. Share household chores and childcare equally. Support mother and parents. Reject chauvinist and racist attitudes. Pay the same salary for equal work.

GENDER MAINSTREAMING

Gender mainstreaming is a strategy to improve the quality of public policies, programmes and projects, ensuring a more efficient allocation of resources.

1. What are the importance of gender mainstreaming?

Gender mainstreaming ensures that policy-making and legislative work is of higher quality and has a greater relevance for society, because it makes policies respond more effectively to the needs of all citizens – women and men, girls and boys.

2. What are examples of gender mainstreaming?

Policies; Strategies/approach; Advocacy efforts; Legislation; Research and other analytical work

3. What are the five principles of gender mainstreaming? Gender- sensitive language Gender - specific data collection and analysis Equal access to and utilization of services Women and men are equally involved in decision making Equal treatment is integrated into steering processes.

4. What are the challenges of gender mainstreaming?

The findings revealed that, absence of gender focal person, compartmentalization, lack of commitments, lack of training, lack of theoretical and technical skills about gender, and insufficient budget were the identified challenges.

5. What are the three levels of gender mainstreaming?

Gender sensitive analysis and strategic planning; Implementation; Gender sensitive monitoring and assessment.

6. What are the characteristics of gender mainstreamed project?

The GAP should have the following characteristics: Include specific gender related activities, outputs and outcomes. Use a participatory approach and evidence-based rationale for gender mainstreaming activities linked to project objectives.

7. Who is responsible for implementing gender mainstreaming? Responsibility for implementation of the gender mainstreaming strategy lies with the senior management in each United Nations entity, as clearly stated in the Letter from the Secretary-General to heads of all United Nations entities in October 1997.

8. What is the importance of gender mainstreaming in development?

From a development perspective, gender equality is not " Women's," Problem but rather a matter of economic and social development in countries. This cross- cutting issue must be naturally integrated into all development work throughout all the productive sectors.

9. What is the ultimate goal of gender mainstreaming?

The ultimate goal of mainstreaming is to achieve gender equality ". Mainstreaming includes gender - Specific activities and affirmative action, whenever women or men are in a particularly disadvantageous position.

10. What is gender mainstreaming in India?

Gender mainstreaming is the public policy concept of assessing the implications for people of different genders of a planned policy action, including legislation and programmes.

WOMEN EMPOWERMENT

Definition:

Women's empowerment can be defined to promoting women's sense of self-worth, their ability to determine their own choices, and their right to influence social change for themselves and others.

Q1) What is the meaning of Women Empowerment? 1. Accepting women's opinions and views 2. Encouraging women to try and carry out new ventures in all professions 3. Educate girl children 4. Creating awareness about self worth and confidence

Q2) Why is women's empowerment important? Women's empowerment equips and allows women to make life-determining decisions through the different problems in society. They may have the opportunity to redefine gender roles or other such roles, which in turn may allow them more freedom to pursue desired goal

Q3) What are the principles of empowerment? being respectful and non-judgmental. focusing on strengths and abilities. supporting and encouraging involvement in decision making.

Q4) What are the types of Empowerment?

It ranges from self-strength to efficiency building of women. However, empowerment of women now can be categorized into five main parts – social, educational, economic, political and psychological.

Q5) What are empowerment skills?

The Empowerment Skills can be said to be of five kinds, namely: Life Coping Skills, Manipulative Skills, Intellectual Skills, Communicative Skills and Artistic Skills

Q6) How do you promote empowerment?

Delegate to develop Set clear expectations Give employees autonomy over assignments Provide necessary resources

Q7) What are the 3 main objectives of empowerment?

Support Clarity Autonomy Q8) Who first used the term empowerment? Julian Rappaport (1981)

Q9) What is the root word of empowerment?

The word empower comes from the Old French prefix 'en-' meaning 'in, into' and the root 'power' which comes from the early 1300s, meaning 'ability, strength, might.'

Q10) What are the components of empowerment?

Authority Resources Information. Accountability